



## Commission on Peace Officer Standards and Training

860 Stillwater Road  
West Sacramento, CA 95605-1603  
[www.post.ca.gov](http://www.post.ca.gov)

Date: April 5, 2022

Bulletin: No. 2022-16

Subject: **POST Revises the *Background Investigation Manual: Guidelines for the Investigator***

The *POST Background Investigation Manual: Guidelines for the Investigator* (Manual) has been revised and is now available on the [POST Website](http://www.post.ca.gov). Revisions include updates to relevant state laws, Commission Regulations, sample forms, and guidance on incorporating the recommendations developed in support of Assembly Bill (AB) 846 (bias screening of peace officer candidates).

### Legislative Changes

The 2021 legislative session introduced several law changes relevant to peace officer hiring, including changes to minimum age (AB 89 – Gov Code §[1031.4](#)), disclosures (AB 958 – Pen Code §[13670](#) and Senate Bill (SB) 16 – Pen Code §[832.12](#)), and records retention (SB 807 – Gov Code §[12946](#)). The Manual has been updated to reflect these new laws and relevant changes to Commission Regulations.

### SB 2 – Peace Officer Certification

SB 2, implemented in January 2022, added several provisions to Government Code §[1029](#). The Manual has been updated to reflect these changes. There are, however, additional provisions that go into effect in January 2023. The Manual will be revised later in the year to reflect those changes and any subsequent changes to Commission Regulations. Departments should remain alert to all requirements of SB 2, including both current and pending requirements. To assist departments, POST has developed an SB 2 specific [webpage](#), which includes relevant links and FAQs.

### AB 846 – Bias Screening

In September 2020, the legislature approved AB 846, which required that peace officer candidates be screened for bias (Bulletin [2020-65](#)). POST developed regulations and screening materials to address this mandate. The proposed regulations, which were approved by the POST Commission in September 2021, were delayed pending a review and the incorporation of additional recommendations (Bulletin [2021-48](#)). The proposed regulations, including the additional recommendations, will be subject to a 15-day public comment period as part of the Office of Administrative Law (OAL) regulatory review process and will be presented to the Commission at their May meeting.

In the interim, the guidance that was developed in support of screening peace officer candidates for bias has been incorporated into the Manual and is included in the recent update to the [POST Peace Officer Psychological Screening Manual](#). It is recommended that department heads and background investigators review Chapter 7: *Personal History* of the Psychological Screening Manual for an in-depth understanding of the integral role that background information (e.g., personal history) has in the psychological evaluation and why the results of the background investigation must be shared with and reviewed by the screening psychologist [Commission Regulations 1953(g)(3) and 1955(e)(3)] as part of the psychological evaluation process.



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### Sample Forms

Sample reference forms have been revised, including Sample C.4 – Reference Check Questionnaire; Sample C.5 – Interview Questionnaire for Neighborhood Reference Check; Sample C.7 – Landlord Reference Check; and Sample C.11 – Employer Reference Check. Additionally, minor editorial changes were made to Sample B.1 – Notification of Conditional Job Offer and Samples B.6 and B.7 – Sample Authorization to Release Information for Employment, *Peace Officer* and *Public Safety Dispatcher*, respectively. Modifiable versions of these forms can be found on the [POST Website](http://www.post.ca.gov). Any forms and/or questionnaires used in the hiring process should be vetted through appropriate legal counsel, prior to use.

Questions regarding revisions to the Background Investigation Manual may be directed to [Melani Singley](#), Selection Standards Program Manager with the Strategic Communications and Research Bureau, at [\(916\) 227-4258](tel:9162274258).

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